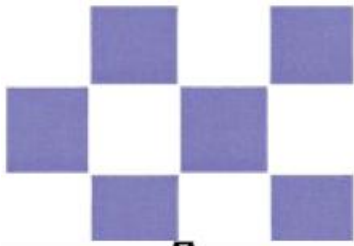
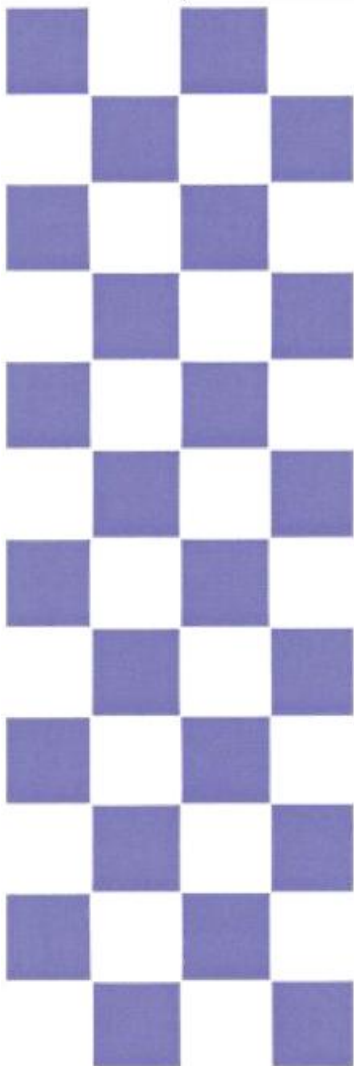


DIVERSITY QUARTERLY
PERFORMANCE MANAGEMENT GUIDE
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Diversity Monitoring July – September 2011

Introduction

1. The importance of ethnicity monitoring has increased in recent years, and is now firmly established in policing. As new legislation is enacted, a monitoring function is often incorporated within it.

Why do we need ethnicity monitoring?

2. Specific requirements are placed on police forces to conduct ethnicity monitoring, and to publish the results annually. These requirements come from a number of sources, including the Race Equality Scheme (R.E.S) and Commission for Racial Equality (C.R.E.) guidance. Recommendation 62 of the McPherson Report into the death of Steven Lawrence states that stop and search records should be monitored and analysed by Police Services and Police Authorities, reviewed by HMIC during inspections, and that information and analysis should be published and made available to the public. In addition the force is obliged to supply 'section 95' data to The Home Office on a quarterly basis.
3. HMIC inspections at BCU level in recent years have focused on both operational and employment monitoring issues.
4. Significant benefits, both internal and external, can be delivered through ethnicity monitoring. The primary reason that monitoring is encouraged is to ensure fair and equitable service delivery. Many communities feel they are discriminated against by public authorities, in particular the Police. There is a long standing perception that the police use stop and search powers disproportionately against members of black and minority ethnic communities (BME). Monitoring is one way for Humberside Police to demonstrate fairness and equality of delivery, thus increasing the levels of trust and confidence.

Role of the Diversity Monitoring Group

5. The force Diversity Monitoring Group was introduced in February 2007 to examine performance in relation to operational and employment issues. It sits quarterly and is chaired by the Deputy Chief Constable. Participation in the process by external representatives, covering the seven strands of diversity, is essential to give the process credibility. This is achieved through inclusion of Independent Advisory Group members, and a community representative on the Scrutiny Panel. Panel members include;
 - The Deputy Chief Constable
 - Divisional SMT Diversity Leads
 - Youth and Community Cohesion Unit Inspector
 - Head of Human Resources Development Branch

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- Force Training Manager
- Inspector PSB
- Police Authority diversity representative
- Police Authority performance manager
- IAG representative
- Community representative

6. The terms of reference for the group are as follows;

- To review, on a quarterly basis, all diversity data relating to operational and employment issues;
- With a view to identifying anomalies;
- And taking appropriate action to address the anomalies,
- Or alternatively giving an explanation for their existence.

7. Data for each quarter is examined, and compared to 2001 census return data. Comparisons look both at Humberside as a whole, and the Divisions individually. ***It should be noted that communities within Humberside have changed dramatically since the census figures were published in 2001, however national best practice dictates that the census data is used by the majority of forces. Analysis also assumes that those people encountered by Humberside Police actually live within The Humberside Police area. This should be borne in mind during the scrutiny process.***

8. Due to the built in time delay in inputting data, when meeting, the Panel examines data from one quarter in arrears.

9. This report examines the quarter **July – September 2011**

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**Scrutiny of Stop Search figures
July – September 2011**

Introduction

Stop search data, is examined for evidence of disproportionate police encounters with BME individuals. % conversion from stop to arrest is also examined.

Population figures used for comparison are as follows;

Force wide 98.22% white, **1.78%** BME
A Div 98.58% white, **1.42%** BME
B Div 97.54% white, **2.46%** BME
C Div 98.78% white, **1.22%** BME
D Div 97.68% white, **2.32%** BME

This Quarter	Force	A Division	B Division	C Division	D Division
	Stop Search	Stop Search	Stop Search	Stop Search	Stop Search
Raw stats					
Total	2,041	223	38	397	1,383
White stops	1,897	215	35	382	1,265
% White stops	92.9%	96.4%	92.1%	96.2%	91.5%
White Arrests	153	32	11	18	92
% White arrests	8.1%	14.9%	31.4%	4.7%	7.3%
BME stops	102	6	3	11	82
% BME stops	5.0%	2.7%	7.9%	2.8%	5.9%
BME Arrests	20	1	3	5	11
% BME arrests	19.6%	16.7%	100.0%	45.5%	13.4%
Of self-def 'Chinese' No off-def 'white'					
	0	0	0	1	1
Of self-def 'Other' No off-def 'white'					
	0	0	0	0	0
BME stops					
	102	6	3	10	81
% BME stops	5.0%	2.7%	7.9%	2.5%	5.9%
BME Arrests					
	20	1	3	5	11
% BME arrests	19.6%	16.7%	100.0%	50.0%	13.6%

The number of stop searches force wide and in B and D Divisions has fallen on the last quarter.

With the exception of B Division the number of BME stops has increased in the last quarter. Force wide and across all divisions the number and percentage of BME arrests has increased, comparably the percentage of white arrests with the exception of D Division have also increased this quarter. However the percentage of BME arrests compared to white arrests is noticeably higher.

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Year to Date	Force	A Division	B Division	C Division	D Division
	Stop Search	Stop Search	Stop Search	Stop Search	Stop Search
Raw stats					
Total	4,101	417	124	628	2,932
White stops	3,918	410	114	613	2,781
% White stops	95.5%	98.3%	91.9%	97.6%	94.8%
White Arrests	314	60	24	24	206
% White arrests	8.0%	14.6%	21.1%	3.9%	7.4%
BME stops	183	7	10	15	151
% BME stops	4.5%	1.7%	8.1%	2.4%	5.2%
BME Arrests	30	1	5	5	19
% BME arrests	16.4%	14.3%	50.0%	33.3%	12.6%
Anomalies					
Of self-def 'Chinese' No off- def 'white'	0	0	0	0	0
Of self-def 'Other' No off-def 'white'	1	0	0	0	1
Revised stats					
BME stops	183	7	10	15	150
% BME stops	4.5%	1.7%	8.1%	2.4%	5.1%
BME Arrests	30	1	5	5	19
% BME arrests	16.4%	14.3%	50.0%	33.3%	12.7%

Force wide with the exception of A Division, when comparing percentage there is a large disproportionality between the percentage white arrests and the percentage BME arrests, all BME figures are significantly higher than white arrests and also higher than previous data, whilst the percentages for white arrests are largely similar to previously supplied figures.

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**Arrests and Disposals
July – September 2011**

Introduction

Arrests and disposals are examined below.

Note that by their nature, immigration arrests are generally more likely to be both pre-planned operations, and to involve BME detainees. Immigration arrest figures are therefore deducted from the total 'self-defined' BME figures in the table below to provide an 'amended' figure, and allow for more meaningful interpretation of the statistics, i.e., analysis of crime/offence based arrests. For reference, immigration figures are detailed separately in the following table;

This Quarter

	Force	A Division	B Division	C Division	D Division
All	28	18	5	0	5
White	8	7	1	0	0
Not Stated	0	0	0	0	0
BME	20	11	4	0	5
% BME	71.4%	61.1%	80.0%	-	100.0%

Year to Date

	Force	A Division	B Division	C Division	D Division
All	30	4	4	0	22
White	4	2	0	0	2
Not Stated	2	0	0	0	2
BME	24	2	4	0	18
% BME	80.0%	50.0%	100.0%	-	81.8%

Population figures used for comparison are as follows;

Force wide 98.22% white, **1.78%** BME
A Div 98.58% white, **1.42%** BME
B Div 97.54% white, **2.46%** BME
C Div 98.78% white, **1.22%** BME
D Div 97.68% white, **2.32%** BME

This Quarter	Force	A Division	B Division	C Division	D Division
Total arrests	6,802	1,476	1,026	1,061	3,239
White	6,376	1,394	963	1,026	2,993
% White	93.7%	94.4%	93.9%	96.7%	92.4%
BME	336	54	50	31	201
% BME	4.9%	3.7%	4.9%	2.9%	6.2%
Modified fig (total - immigration)	6,774	1,458	1,021	1,061	3,234
Modified % BME arrests	4.7%	2.9%	4.5%	2.9%	6.1%

The percentage of BME arrests are all above the BME population.
 With the exception of B Division the percentage of BME arrests has increased this quarter.

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Year to Date	Force	A Division	B Division	C Division	D Division
Total arrests	13,658	2,926	2,023	2,058	6,651
White	12,843	2,799	1,903	1,993	6,148
% White	94.0%	95.7%	94.1%	96.8%	92.4%
BME	652	88	101	51	412
% BME	4.8%	3.0%	5.0%	2.5%	6.2%
Modified fig (total - immigration)	13,628	2,922	2,019	2,058	6,629
Modified % BME arrests	4.6%	2.9%	4.8%	2.5%	5.9%

In all cases the BME figures exceed the BME percentage population, however these figures are largely similar to previous data.

Disposal methods for prisoners

Disposal methods have been grouped for simplicity.

Disposal Methods for Prisoners	Force This Quarter				Force Year to Date			
	White	% White	BME	% BME	White	% White	BME	% BME
Warning / Reprimand / Caution	563	8.3%	30	10.0%	1,177	8.5%	50	8.2%
To court (not on remand)	1876	27.7%	61	20.3%	3,947	28.5%	134	22.0%
To court (on remand)	1530	22.6%	61	20.3%	3,037	21.9%	123	20.2%
On bail to Police Station	520	7.7%	34	11.3%	1,089	7.9%	61	10.0%
TIC	3	0.0%	0	0.0%	4	0.0%	0	0.0%
FPN	136	2.0%	8	2.7%	305	2.2%	11	1.8%
MHA Diversion	12	0.2%	1	0.3%	20	0.1%	2	0.3%
NFA	2123	31.4%	105	35.0%	4,268	30.8%	227	37.3%
To Prison	55	0.8%	0	0.0%	121	0.9%	3	0.5%
Humberside Total	6763	100.0%	300	100.0%	13,847	100.0%	608	100.0%

Percentage figures are calculated as follows;

% BME is the Number of BME with the specified outcome divided by the number of BME in custody

% White is the Number of White with the specified outcome divided by the number of White in custody

This quarter there has been a decrease in the number of prisoners dealt with. There has been an increase in the number and percentage of BME prisoners dealt with by way of Warning/Reprimand/Caution, on bail to a Police Station and dealt with by FPN. In comparison the number and percentage of white prisoners dealt with by these methods has decreased. The number and percentage of BME NFA'd has decreased by 4.2%, whilst the number of white prisoners NFA'd has also decreased, the percentage has increased by 1.4%.

In relation to Year to date percentages, these are broadly similar to data previously supplied.

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**Scrutiny of Force tickets
July – September 2011**

Introduction

The issuing of tickets is examined below. 'Tickets' include; traffic related tickets, along with penalty notices for disorder.

The percentage calculations have been modified so as to show 'white' and 'BME' percentages when shown as a percentage of the total number of tickets for which ethnicity is recorded (i.e., excluding unknowns), rather than as a percentage of *all* tickets issued. Numbers of tickets showing 'not known' are also detailed.

Examination focuses on 'officer defined' recording statistics.

Force wide

Comparison population stats; 98.22% white, 1.78% BME

Force This Quarter				
	White	BME	Total tickets ethnicity recorded	U/K
Endorsable notices	1,572	63	1,635	42
% Endorsable Notices	96.1%	3.9%	-	
HORT1's	170	3	173	54
% of HORT1's	98.3%	1.7%	-	
Non Endorsable Notices	2,412	69	2,481	775
%NonEndorsable Notices	97.2%	2.8%	-	
Vehicle Defect Form's	832	67	899	25
% Vehicle Defect Form's	92.5%	7.5%	-	
PND's	632	25	657	26
% of PND's	96.2%	3.8%	-	
Number on courses	1,037	36	1,073	13
%of those on courses	96.6%	3.4%	-	

All tickets issued are above the BME population,

There has been an increase in the number of Endorsable and VDR tickets issued force wide, however there has been a decrease in the number of Endorsable tickets issued and an increase in the number of VDRs issued to the BME community.

There has been a small increase in the number of Endorsable tickets with undefined ethnicity, the remainder of the tickets have a decrease in undefined ethnicity.

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Force Year to Date				
	White	BME	Total tickets ethnicity recorded	U/K
Endorsable notices	3,013	140	3,153	76
% Endorsable Notices	<i>95.6%</i>	<i>4.4%</i>	-	
HORT1's	367	7	374	97
% of HORT1's	<i>98.1%</i>	<i>1.9%</i>	-	
Non Endorsable Notices	4,925	147	5,072	1,813
%NonEndorsable Notices	<i>97.1%</i>	<i>2.9%</i>	-	
Vehicle Defect Form's	1,620	118	1,738	52
% Vehicle Defect Form's	<i>93.2%</i>	<i>6.8%</i>	-	
PND's	1,334	38	1,372	67
% of PND's	<i>97.2%</i>	<i>2.8%</i>	-	
Number on courses	1,866	74	1,940	28
%of those on courses	<i>96.2%</i>	<i>3.8%</i>	-	

In all cases BME figures are above the BME percentage population, however these figures are largely similar to previous data.

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A Div

Comparison population stats; 98.58% white, 1.42% BME

A Division This Quarter				
	White	BME	Total tickets ethnicity recorded	U/K
Endorsable notices	202	7	209	1
% Endorsable Notices	96.7%	3.3%	-	
HORT1's	29	1	30	6
% of HORT1's	96.7%	3.3%	-	
Non Endorsable Notices	233	5	238	9
%NonEndorsable Notices	97.9%	2.1%	-	
Vehicle Defect Form's	152	8	160	0
% Vehicle Defect Form's	95.0%	5.0%	-	
PND's	53	4	57	3
% of PND's	93.0%	7.0%	-	
Number on courses	155	5	160	2
%of those on courses	96.9%	3.1%	-	

A Division Year to Date				
	White	BME	Total tickets ethnicity recorded	U/K
Endorsable notices	380	18	398	2
% Endorsable Notices	95.5%	4.5%	-	
HORT1's	60	1	61	11
% of HORT1's	98.4%	1.6%	-	
Non Endorsable Notices	469	11	480	31
%NonEndorsable Notices	97.7%	2.3%	-	
Vehicle Defect Form's	282	14	296	4
% Vehicle Defect Form's	95.3%	4.7%	-	
PND's	102	6	108	5
% of PND's	94.4%	5.6%	-	
Number on courses	299	16	315	6
%of those on courses	94.9%	5.1%	-	

In A Division the percentage of BME tickets issued are above the BME percentage population, however the actual numbers involved are small.

There is a fluctuation in the numbers of unknown ethnicities however the numbers involved are small.

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B Div

Comparison population stats; 97.54% white, **2.46%** BME

B Division This Quarter				
	White	BME	Total tickets ethnicity recorded	U/K
Endorsable notices	307	17	324	3
% Endorsable Notices	94.8%	5.2%	-	
HORT1's	28	0	28	12
% of HORT1's	100.0%	0.0%	-	
Non Endorsable Notices	368	17	385	37
%NonEndorsable Notices	95.6%	4.4%	-	
Vehicle Defect Form's	304	31	335	2
% Vehicle Defect Form's	90.7%	9.3%	-	
PND's	32	0	32	3
% of PND's	100.0%	0.0%	-	
Number on courses	250	13	263	3
%of those on courses	95.1%	4.9%	-	

B Division Year to Date				
	White	BME	Total tickets ethnicity recorded	U/K
Endorsable notices	582	32	614	4
% Endorsable Notices	94.8%	5.2%	-	
HORT1's	60	2	62	21
% of HORT1's	96.8%	3.2%	-	
Non Endorsable Notices	690	34	724	78
%NonEndorsable Notices	95.3%	4.7%	-	
Vehicle Defect Form's	578	53	631	8
% Vehicle Defect Form's	91.6%	8.4%	-	
PND's	78	2	80	10
% of PND's	97.5%	2.5%	-	
Number on courses	475	23	498	7
%of those on courses	95.4%	4.6%	-	

In B Division with the exception of HORT1's and PND tickets, all tickets issued are above the percentage BME population, however the numbers involved are small and relatively similar to the last quarter with the exception of VDRs issued which have increased by 1.9%. There is fluctuation in the numbers of unknown ethnicities however the numbers involved are small.

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C Div

Comparison population stats; 98.78% white, 1.22% BME

C Division This Quarter				
	White	BME	Total tickets ethnicity recorded	U/K
Endorsable notices	518	12	530	14
% Endorsable Notices	97.7%	2.3%	-	
HORT1's	71	0	71	20
% of HORT1's	100.0%	0.0%	-	
Non Endorsable Notices	1,024	10	1,034	644
%NonEndorsable Notices	99.0%	1.0%	-	
Vehicle Defect Form's	155	5	160	9
% Vehicle Defect Form's	96.9%	3.1%	-	
PND's	174	1	175	3
% of PND's	99.4%	0.6%	-	
Number on courses	415	8	423	5
%of those on courses	98.1%	1.9%	-	

C Division Year to Date				
	White	BME	Total tickets ethnicity recorded	U/K
Endorsable notices	1,001	35	1,036	29
% Endorsable Notices	96.6%	3.4%	-	
HORT1's	150	2	152	34
% of HORT1's	98.7%	1.3%	-	
Non Endorsable Notices	2,201	26	2,227	1,488
%NonEndorsable Notices	98.8%	1.2%	-	
Vehicle Defect Form's	365	12	377	10
% Vehicle Defect Form's	96.8%	3.2%	-	
PND's	368	3	371	15
% of PND's	99.2%	0.8%	-	
Number on courses	723	15	738	9
%of those on courses	98.0%	2.0%	-	

The percentage of Endorsable, VDRs and percentage of those on courses issued to the BME community are above the percentage BME population, however the numbers involved are small.

With the exception of the number on courses the number of tickets issued to the BME community has decreased this quarter.

There is fluctuation in the number of unknown ethnicities however the numbers involved are small.

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D Div

Comparison population stats; 97.68% white, **2.32% BME**

D Division This Quarter				
	White	BME	Total tickets ethnicity recorded	U/K
Endorsable notices	545	27	572	24
% Endorsable Notices	95.3%	4.7%	-	
HORT1's	42	2	44	16
% of HORT1's	95.5%	4.5%	-	
Non Endorsable Notices	787	37	824	85
%NonEndorsable Notices	95.5%	4.5%	-	
Vehicle Defect Form's	221	23	244	14
% Vehicle Defect Form's	90.6%	9.4%	-	
PND's	373	20	393	17
% of PND's	94.9%	5.1%	-	
Number on courses	217	10	227	3
%of those on courses	95.6%	4.4%	-	

D Division Year to Date				
	White	BME	Total tickets ethnicity recorded	U/K
Endorsable notices	1,050	55	1,105	41
% Endorsable Notices	95.0%	5.0%	-	
HORT1's	97	2	99	31
% of HORT1's	98.0%	2.0%	-	
Non Endorsable Notices	1,565	76	1,641	216
%NonEndorsable Notices	95.4%	4.6%	-	
Vehicle Defect Form's	395	39	434	30
% Vehicle Defect Form's	91.0%	9.0%	-	
PND's	786	27	813	37
% of PND's	96.7%	3.3%	-	
Number on courses	369	20	389	6
%of those on courses	94.9%	5.1%	-	

The majority of tickets issued are more than twice the BME percentage population, however the numbers involved are relatively small.

There is fluctuation in the number of unknown ethnicities recorded.

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**Humberside Police
Racially and Religiously Aggravated Crime
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Figures for racially and religiously aggravated crimes are examined, including sanction detection rates. Comparisons with the three preceding quarter's figures are included, along with the rolling year totals.

		Oct -Dec 2010	Jan-Mar 2011	Apr-Jun 2011	Jul-Sept 2011	Rolling year Oct 10 – Sept 11	Police Authority Targets
Force	Recorded	83	71	87	77	318	
	Detected	40	42	64	34	180	
	Detection Rate	48.2%	59.2%	73.6%	44.2%	56.6%	50.1%
A Div	Recorded	21	19	28	24	92	
	Detected	7	10	15	12	44	
	Detection Rate	33.3%	52.6%	53.6%	50.0%	47.8%	50.1%
B Div	Recorded	12	11	10	7	40	
	Detected	6	5	7	3	21	
	Detection Rate	50.0%	45.5%	70.0%	42.9%	52.5%	50.1%
C Div	Recorded	14	8	10	11	43	
	Detected	7	9	8	3	27	
	Detection Rate	50.0%	112.5%	80.0%	27.3%	62.8%	51.0%
D Div	Recorded	36	33	39	35	143	
	Detected	20	18	34	16	88	
	Detection Rate	55.6%	54.5%	87.2%	45.7%	61.5%	63.1%

This quarter there has been a decrease force wide and across all divisions in the number of racially and religiously aggravated crimes recorded and also in detection rates. Force wide and across all divisions the Police Authority targets have not been reached this quarter and in relation to the rolling year figures A and D Division are falling short of the Police Authority targets.

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**Humberside Police
Crimes with Hate Flag on CIS4 but not classified as Racially and Religiously
Aggravated Crime
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There are a number of crimes in CIS4 which have one of the Hate Crime flags of:- racial, homophobic, disabled or religious but are not classified as racially or religiously aggravated crimes.

Crime description	Number
Arson Offences /56/2 Arson not endangering life	3
Common Assault/105/1 Common assault and battery	5
Harassment/125/68 Harassment Etc. of A Person in His Home	1
Harassment/195/94 Harassment	7
Miscellaneous Harassment and Public Order Offences/125/11 Fear or provocation of violence	2
Miscellaneous Harassment and Public Order Offences/125/12 Harassment, alarm or distress	1
Miscellaneous Harassment and Public Order Offences/125/9 Causing Intentional harassment alarm or distress	2
Other Criminal Damage less than £5000/149/Other Criminal Damage less than £5000	8
Other Notifiable Offences/98/73 Intentionally encouraging or assisting commission of an either way offence.	1
Theft from a Vehicle/45/10 Theft from a motor vehicle	1
Theft or Unauthorised Taking of a Pedal Cycle/44/Theft of Pedal Cycle	1
Wounding or Other Act Endangering Life/5/1 Wounding with intent to do grievous bodily harm	1
Woundings - Injury - Firearms - Weapons - Harrasment/8/23 Possessing firearm or imitation firearm with intent to cause fear of violence - group I weapons	1
Woundings - Injury - Firearms - Weapons - Harrasment/8/6 Assault occasioning actual bodily harm	7

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DIVERSITY PMG

COMPLAINT DATA

	<u>01-Jul-10</u> <u>30-Sep-11</u>	<u>01-Jul-11</u> <u>30-Sep-11</u>	<u>Variance</u>
Complaint Cases Recorded	149	124	-25
Complaint Allegations Recorded	243	248	5
Subjects Complained About			
Male	193	160	-33
Female	55	47	-8
Unidentified	19	8	-11
Total	<u>267</u>	<u>215</u>	<u>-52</u>
Asian	1	2	-3
Black	0	0	2
Other	0	0	1
White	247	205	-42
Unidentified	19	8	-11
Total	<u>267</u>	<u>215</u>	<u>-53</u>
Subjects of Substantiated Allegations			
Male	16	5	-11
Female	2	1	-1
Unknown/Not Stated	1	0	-1
Total	<u>19</u>	<u>6</u>	<u>-13</u>
BME	0	0	0
White	18	6	-12
Unknown/Not Stated	1	0	-2
Total	<u>19</u>	<u>6</u>	<u>-12</u>

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Complainants

Male	104	80	-24
Female	59	51	-8
Transgender	0	0	0
Unknown/Not Stated	2	0	-2
Total	<u>165</u>	<u>131</u>	<u>-34</u>

Asian	2	6	4
Black	2	4	2
Other	3	2	-1
White	143	108	-35
Unknown/Not Stated	15	11	-4
Total	<u>165</u>	<u>131</u>	<u>-34</u>

**Complaints Motivated by One of the
Six Strands of Diversity**

Disability	1	0	-1
Gender	1	0	-1
Race	4	3	-1
Other	0	0	0
	<u>6</u>	<u>3</u>	<u>-3</u>

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MISCONDUCT DATA

	<u>01-Jul-10</u> <u>30-Sep-11</u>	<u>01-Jul-11</u> <u>30-Sep-11</u>	<u>Variance</u>
Misconduct Cases Recorded	15	27	12
Misconduct Allegations Recorded	46	48	2
Misconduct Allegation Subjects			
Male	18	18	0
Female	7	9	2
Unknown/Not Stated	0	0	0
Total	<u>25</u>	<u>27</u>	<u>2</u>
Asian	0	1	
Black	0	0	
Other	0	0	
White	25	26	1
Unknown/Not Stated	0	0	0
Total	<u>25</u>	<u>27</u>	<u>1</u>
Misconduct Meetings			
Male	5	4	-1
Female	2	1	-1
Unknown/Not Stated	0	0	0
Total	<u>7</u>	<u>5</u>	<u>-2</u>
BME	0	1	1
White	7	4	-3
Total	<u>2</u>	<u>5</u>	<u>-2</u>
Misconduct Hearings			
Male	0	3	3
Female	0	1	1
Unknown/Not Stated	0	0	0
Total	<u>0</u>	<u>4</u>	<u>4</u>
BME	0	0	0
White	0	4	4
Total	<u>0</u>	<u>4</u>	<u>4</u>

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**Report to: Fairness & Equality Scrutiny Panel
7 December 2011**

**Report from: HR Manager
(Equalities)**

EMPLOYMENT MONITORING UPDATE

PURPOSE OF THE REPORT

1. This report outlines areas of performance in relation to employment monitoring and details the current BME staffing position for the period 1 July 2011 to 30 September 2011.

BACKGROUND

2. As a public authority, we have general and specific duties to meet, which are part of the Equality Act 2010, that became law in September 2011. The aim of the Equality General Duty is to show due regard to the three duty aims; to eliminate unlawful discrimination, advance equality of opportunity and foster good relations between people who share a protected characteristic and those who do not.

STAFF IN POST

3. A comparison of staff in post over the last financial year (2010/2011) and this first half of 2011-12 are shown below.

2010-2011						2011-2012					
Force Family Headcount		Female %	BME %	Disabled %	56+ %	Force Family Headcount		Female %	BME %	Disabled %	56+ %
Q1	4,688	43.9%	1.73%	3.01%	8.43%	Q1	4,438	43.78%	1.84%	2.95%	9.73%
Q2	4,672	43.56%	1.78%	3.04%	8.18%	Q2	4,361	43.42%	1.85%	2.98%	8.09%
Q3	4,620	43.72%	1.81%	2.98%	8.26%						
Q4	4,536	43.81%	1.81%	2.91%	8.20%						
Police Officers		Female	BME	Disabled	56+	Police Officers		Female	BME	Disabled	56+
Q1	2,062	27.69%	1.94%	2.18%	1.26%	Q1	1,966	28.18%	1.62%	2.08%	2.49%
Q2	2,044	27.64%	1.66%	2.25%	1.32%	Q2	1,934	28.33%	1.65%	2.11%	1.6%
Q3	2,007	27.90%	1.64%	2.19%	1.44%						
Q4	1,982	28.10%	1.61%	2.12%	1.51%						
Police Staff		Female	BME	Disabled	56+	Police Staff		Female	BME	Disabled	56+
Q1	2,172	58.56%	1.47%	4.51%	15.65%	Q1	2,021	58.58%	1.63%	4.2%	17.47%
Q2	2,164	57.95%	1.52%	4.30%	15.11%	Q2	1,986	58.1%	1.61%	4.12%	14.9%
Q3	2,133	58.08%	1.54%	4.26%	15.23%						
Q4	2,089	58.21%	1.53%	4.16%	14.98%						
Special Constables		Female	BME	Disabled	56+	Special Constables		Female	BME	Disabled	56+
Q1	336	41.96%	1.78%	0.89%	2.08%	Q1	344	41.57%	1.74%	1.45%	2.03%
Q2	335	40.30%	1.79%	0.90%	1.79%	Q2	334	41.01%	1.49%	1.49%	1.19%
Q3	341	39.29%	2.05%	0.87%	1.75%						
Q4	336	40.18%	1.79%	0.89%	1.79%						
Volunteers		Female	BME	Disabled	56+	Volunteers		Female	BME	Disabled	56+
Q1	118	62.71%	7.63%	0%	18.64%	Q1	107	57.94%	10.28%	0%	21.49%
Q2	129	62.79%	7.75%	0%	17.05%	Q2	107	60.74%	11.21%	1.86%	20.56%
Q3	139	62.58%	7.91%	0%	15.82%						
Q4	129	61.24%	9.30%	0%	17.83%						

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STAFF RECRUITMENT

4. The local target for BME recruitment remains unchanged at 6% whilst discussions with the Police Authority for the 2012/13 joint HP/SYP indicators continue.

Quarter	Total Number of External Recruits				Total Number of BME Recruits				Current BME % of Recruits To Date
	Police staff	Volunteers	Special Constables	Sub Total	Police Staff	Volunteers	Special Constables	Sub Total	
Q1	6	10	36	52	0	1	0	1	1.92%
Q2	19	11	30	60	1	2	1	4	6.66%
Grand Total	25	21	66	112	1	3	1	5	4.46%

5. Of the 60 individuals that have joined Humberside Police this second quarter, 6.66% are from the BME communities. The overall total of BME recruits for this financial year equates to 4.46%, which is 1.54% below target for the year.

TRANSFEE APPLICATIONS

6. Due to the current financial climate, applications continue not to be accepted from serving police officers from other Forces who wish to express an interest to transfer to Humberside Police.

APPLICANTS FOR PROMOTION AND PROGRESSION

7. The target of 24% of police officers to be female is currently exceeded (28.33%).
8. A combined target of 11.5% of all female police officers who are Sergeants and Inspectors remains unchanged whilst discussions with the Police Authority for the 2012/13 joint HP/SYP indicators continue. At present, 8.03% of female officers are Sergeants (44 out of 548 females) and 2.55% of female officers are Inspectors (14 out of 548), equating to a combined rate of 10.58%.
9. To compare the ranks by gender, 13.2% of all Inspectors (14 out of 106) and 16.05% of all Sergeants (44 out of 274) are female.
10. Between 1 July 2011 and 30 September 2011, applications were received for the Sergeants OSPRE Part 2 and the Inspectors Part 1 exams. Details of the results will be reported in quarter 3. A breakdown is detailed below:
- Sergeants OSPRE Part 2 exam applicants only
 - a. 21 applicants,
 - b. 33.33% are female,
 - c. No applicants are from BME communities
 - d. No applicants are disabled.

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- Inspectors OSPRE Part 1 exam applicants only
 - a. 28 applicants
 - b. 60.71% are female,
 - c. 7.14% are from BME communities
 - d. 7.14% are disabled.

11. All BME and 'White Other' police officers, police staff, volunteers and special constables are being offered a career interview during 2011/12. To date, all 32 VME and 'White Other' police officers, 17 VME police staff and 11 VME/'White Other' Volunteers have been given this opportunity. Of the 60, 19 police officers, 9 police staff and 4 volunteers have responded positively to this support. This has resulted in 14 police officers, 8 police staff and 4 volunteers requesting career interviews.

GRIEVANCE AND DISCIPLINARY PROCEDURES

Grievance – Police Staff

12. Between 1 July 2011 – 30 September 2011, the Senior HR Officer (Diversity) has received 8 complaints from Police Staff; 5 were dealt with at Stage 1 (informal), of which; 1 was resolved, 1 was rejected and 3 were ongoing at the end of the reporting period. The remaining 3 were dealt with at Stage 2 (formal), of which; 1 was rejected and 2 were ongoing at the end of the reporting period. Advice and guidance has also been given on 2 other occasions with no further action necessary.

Grievance – Police Officer

13. Between 1 July 2011 – 30 September 2011, the Senior HR Officer (Diversity) has received 11 complaints from Police Officers; 9 were dealt with at Stage 1 (informal), of which; 3 were resolved, 2 were rejected and 4 were ongoing at the end of the reporting period. The remaining 2 were dealt with at Stage 2 (formal) and were both ongoing at the end of the reporting period. Advice and Guidance has also been given on other 2 occasions with no further action necessary.
14. The RADAW procedure was revised in July 2011 in order to give managers the opportunity to manage complaints at a local level. Therefore please be mindful that it is difficult to accurately compare these quarterly figures to the figures that were previously reported due to the changes within the procedure. An accurate direct comparison in the next report will be provided, however, it is already apparent that there has been an increase in complaints being dealt with at Stage 1 in the first instance.

Disciplinary – Police Staff

15. Between the period 1 July 2011 – 30 September 2011, 19 misconduct cases have been reported, of which 5 progressed to disciplinary meetings/hearings, 2 are yet to be heard. Of the 2 heard, 2 resulted in written warnings, the remaining 1 resigned before the hearing took place.
16. Discreditable conduct and instruction concerns feature highly in conduct cases, with 37% of cases relating to discreditable conduct and 26% of cases relating to instructions.

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17. Disciplinary issues involving Police Community Support Officers continue to be excessively high, as they have done for the previous year. PCSOs make up 15% of the workforce, yet for the period 1 July 2011 to 30 September 2011, 26% of disciplinary issues involved PCSOs, primarily for confidentiality, honesty and integrity.

Disciplinary – Police Officer

18. Between 1 July 2011 and 30 September 2011 there have been three Misconduct Hearings involving 4 officers. Two hearings involved one officer each and one hearing involving two officers. The outcomes of these hearings resulted in one resignation during the proceedings, two dismissals and one Final Written Warning.
19. During the period 1 July 2011 to 30 September 2011, 5 officers have faced 11 separate allegations and 5 Misconduct Meetings have taken place as a result. Two officers received a Final Written Warning, 1 officer received a Written Warning and 2 officers received Management Advice.
20. Three of the allegations related to Duties and Responsibilities, 3 allegations related to Confidentiality, 2 allegations related to Orders and Instructions, 2 allegations related to Authority, Respect and Courtesy and 1 allegation related to Discreditable Conduct. There are no obvious trends arising from these allegations.

THOSE WHO CEASE EMPLOYMENT (LEAVERS)

21. The local target for BME retention for 2011/12 remains unchanged at 3% of total number of 'those who cease employment with Humberside Police. Discussions with the Police Authority for the 2012/13 joint HP/SYP indicators continue and are yet to be agreed.
22. For the period 1 July 2011 to 30 September 2011, 118 people have left Humberside Police for various reasons; 54 police staff, 29 police officers, 25 special constables and 10 volunteers, of which 4 are from BME communities, this equates to 3.39% of all leavers for the 2nd quarter of 2011/12.
23. A comparison of BME staff who ceased employment in the last financial year (2010/2011) and this first half of 2011/12 are shown below.

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Quarter	Those who cease employment					BME communities who cease employment					Current % of staff from BME communities who cease employment	
	Police Officers	Police staff	Volunteers	Special Constables	SubTotal	Police Officers	Police Staff	Volunteers	Special Constables	Sub Total	2011-2012	2010 -2011
Q1	23	70	24	11	128	0	0	1	0	1	0.78%	0%
Q2	29	54	10	25	118	0	2	1	1	4	3.39%	0.8%
Q3												1.01%
Q4												4.67%
Grand Total	52	124	34	36	246	0	2	2	1	5	2.03%	1.94%

24. Of the 124 police staff that left the organisation during the period 1 April 2011 to 30 September 2011, 55.65% (69) left the organisation in accordance with the enhanced voluntary redundancy scheme; one member of staff is from a BME community.
25. The Police Authority met on 30 June 2011 and has granted a further 4 police staff the enhanced voluntary redundancy package, no one is from a BME community. All 4 members of staff are currently working their notice periods.

OPTIONS/RISKS

26. The CSR 2015 review continues to have a significant impact on the number of vacancies advertised.

EQUALITY AND DIVERSITY IMPLICATIONS

27. The implications of the CSR 2015, internal redeployment and recruitment continues to be monitored to determine the impact on the diversity profile of the force.

CONCLUSIONS

28. The Force's recruitment and selection procedures are competency based and do not intentionally discriminate against anyone on the basis of ethnicity, gender, age, religion/belief, sexual orientation, gender reassignment or disability.
29. Efforts will continue to increase recruitment, progression and retention from all strands of diversity to the wider police family throughout the next financial year, wherever possible.